



WAGE COST INDEX

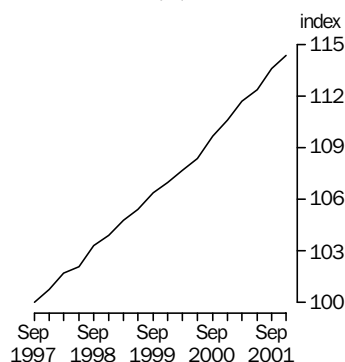
AUSTRALIA

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DECEMBER QUARTER 2001 KEY FIGURES

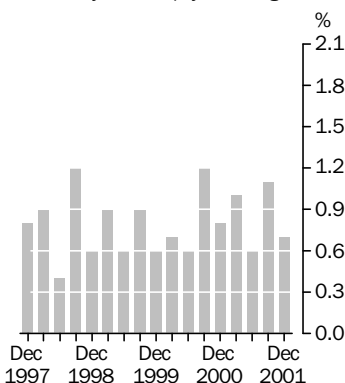
Quarterly Index Numbers

Total hourly rates of pay excluding bonuses
Reference base: Sep qtr 1997 = 100.0



Quarterly percentage change

Total hourly rates of pay excluding bonuses



<i>Total hourly rates of pay excluding bonuses</i>	% change	
	<i>Sep Qtr 2001 to Dec Qtr 2001</i>	<i>Dec Qtr 2000 to Dec Qtr 2001</i>
Australia	0.7	3.4
Sector		
Private sector	0.6	3.4
Public sector	0.6	3.5
States and Territories		
New South Wales	0.6	3.5
Victoria	0.5	3.4
Queensland	0.8	3.3
South Australia	1.2	3.5
Western Australia	0.7	3.6
Tasmania	0.5	2.9
Northern Territory	1.5	3.1
Australian Capital Territory	0.6	3.2

DECEMBER QUARTER 2001 KEY POINTS

INDEXES OF TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

QUARTERLY CHANGES (Sep Qtr 2001 to Dec Qtr 2001)

- The index of total hourly rates of pay excluding bonuses for all employee jobs in Australia increased by 0.7%.
- The increases in the indexes at the industry level ranged from 0.3% for Transport and storage, and Property and business services, to 1.3% for Finance and insurance.
- The increases in the indexes at the occupation level ranged from 0.4% for Associate professionals, and Advanced clerical and service workers, to 0.8% for Tradespersons and related workers.

ANNUAL CHANGES (Dec Qtr 2000 to Dec Qtr 2001)

- The index of total hourly rates of pay excluding bonuses for all employee jobs in Australia increased by 3.4%.
- The increases in the indexes at the industry level ranged from 2.4% for Retail trade, to 4.4% for Education.

- For further information about these and related statistics, contact Tony Carolan on Perth 08 9360 5151, or the National Information Service on 1300 135 070.

NOTES

FORTHCOMING ISSUES

ISSUE (Quarter)

EXPECTED RELEASE DATE

March 2002

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June 2002

14 August 2002



CHANGES IN THIS ISSUE

December quarter 2001 index numbers and associated percentage changes have been calculated using updated expenditure weights. For further information, refer to paragraphs 16 and 17 of the Explanatory notes and to the *Appendix* at the back of this publication.



ABS DATA AVAILABLE ON REQUEST

Indexes are compiled for various combinations of State/Territory, sector (private/public), broad industry group and broad occupation group. Indexes not included in this publication may be made available on request by telephoning Perth 08 9360 5151.



FURTHER INFORMATION

More detailed information on the Wage Cost Index is available in *Information Paper: Wage Cost Index, Australia, 2000* (Cat. no. 6346.0).



Dennis Trewin
Australian Statistician

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TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
INDEX NUMBERS(a)									
1997-1998	101.2	101.1	101.2	101.1	101.4	100.7	101.3	100.7	101.2
1998-1999	104.7	104.2	104.2	104.1	104.4	103.5	104.2	103.7	104.4
1999-2000	107.9	107.2	107.3	107.1	107.1	106.2	106.8	106.3	107.4
2000-2001	111.9	110.8	110.6	110.5	110.9	109.2	109.8	110.1	111.1
1998									
December	104.1	103.8	103.9	103.8	104.0	102.9	104.0	103.3	103.9
1999									
March	105.3	104.5	104.6	104.6	104.7	103.9	104.7	104.1	104.8
June	105.9	105.1	105.1	104.7	105.4	104.6	105.0	104.4	105.4
September	107.0	106.1	106.3	105.9	106.1	105.5	105.8	105.6	106.4
December	107.5	106.8	107.1	106.8	106.7	106.0	106.7	106.0	107.0
2000									
March	108.2	107.6	107.6	107.4	107.5	106.5	107.2	106.6	107.7
June	109.0	108.3	108.0	108.1	108.0	106.9	107.5	107.0	108.4
September	110.7	109.4	109.0	109.1	109.3	108.1	108.6	108.9	109.7
December	111.3	110.4	110.3	110.1	110.0	108.9	109.9	109.8	110.6
2001									
March	112.5	111.2	111.2	111.1	111.8	109.5	110.3	110.6	111.7
June	113.1	112.2	111.9	111.6	112.5	110.3	110.5	111.0	112.4
September	114.5	113.6	113.0	112.6	113.2	111.5	111.6	112.6	113.6
December	115.2	114.2	113.9	113.9	114.0	112.1	113.3	113.3	114.4
PERCENTAGE CHANGE (from previous financial year)									
1998-1999	3.5	3.1	3.0	3.0	3.0	2.8	2.9	3.0	3.2
1999-2000	3.1	2.9	3.0	2.9	2.6	2.6	2.5	2.5	2.9
2000-2001	3.7	3.4	3.1	3.2	3.5	2.8	2.8	3.6	3.4
PERCENTAGE CHANGE (from corresponding quarter of previous year)									
1999									
December	3.3	2.9	3.1	2.9	2.6	3.0	2.6	2.6	3.0
2000									
March	2.8	3.0	2.9	2.7	2.7	2.5	2.4	2.4	2.8
June	2.9	3.0	2.8	3.2	2.5	2.2	2.4	2.5	2.8
September	3.5	3.1	2.5	3.0	3.0	2.5	2.6	3.1	3.1
December	3.5	3.4	3.0	3.1	3.1	2.7	3.0	3.6	3.4
2001									
March	4.0	3.3	3.3	3.4	4.0	2.8	2.9	3.8	3.7
June	3.8	3.6	3.6	3.2	4.2	3.2	2.8	3.7	3.7
September	3.4	3.8	3.7	3.2	3.6	3.1	2.8	3.4	3.6
December	3.5	3.4	3.3	3.5	3.6	2.9	3.1	3.2	3.4
PERCENTAGE CHANGE (from previous quarter)									
1999									
December	0.5	0.7	0.8	0.8	0.6	0.5	0.9	0.4	0.6
2000									
March	0.7	0.7	0.5	0.6	0.7	0.5	0.5	0.6	0.7
June	0.7	0.7	0.4	0.7	0.5	0.4	0.3	0.4	0.6
September	1.6	1.0	0.9	0.9	1.2	1.1	1.0	1.8	1.2
December	0.5	0.9	1.2	0.9	0.6	0.7	1.2	0.8	0.8
2001									
March	1.1	0.7	0.8	0.9	1.6	0.6	0.4	0.7	1.0
June	0.5	0.9	0.6	0.5	0.6	0.7	0.2	0.4	0.6
September	1.2	1.2	1.0	0.9	0.6	1.1	1.0	1.4	1.1
December	0.6	0.5	0.8	1.2	0.7	0.5	1.5	0.6	0.7

(a) Reference base of each index: September Quarter 1997 = 100.0

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Private Sector

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
INDEX NUMBERS(a)									
1997-1998	101.1	101.1	101.2	101.1	101.5	100.8	100.9	100.9	101.2
1998-1999	104.2	104.1	104.1	104.2	104.6	103.6	103.6	103.3	104.2
1999-2000	107.4	107.2	106.8	106.9	107.1	106.2	106.0	106.8	107.1
2000-2001	111.5	110.8	110.1	110.1	111.1	108.9	109.1	111.1	110.9
1998									
December	103.8	103.8	103.8	104.0	104.2	103.1	103.2	102.8	103.8
1999									
March	104.5	104.4	104.4	104.6	104.9	104.0	103.9	103.7	104.5
June	105.1	105.1	105.0	104.7	105.6	104.7	104.3	104.3	105.1
September	106.5	106.1	106.0	105.8	106.3	105.5	105.3	105.9	106.2
December	106.9	106.8	106.6	106.5	106.7	106.0	105.7	106.2	106.7
2000									
March	107.7	107.6	107.1	107.3	107.5	106.5	106.2	107.2	107.5
June	108.5	108.3	107.5	107.8	108.0	106.8	106.8	107.8	108.1
September	110.3	109.5	108.6	108.9	109.5	107.8	108.3	110.1	109.5
December	111.0	110.5	109.8	109.8	110.2	108.7	109.0	110.7	110.4
2001									
March	112.0	111.1	110.7	110.5	111.9	109.3	109.5	111.6	111.4
June	112.7	112.1	111.1	111.0	112.8	109.8	109.7	112.1	112.1
September	114.2	113.6	112.1	112.2	113.4	111.0	111.3	113.6	113.4
December	114.9	114.2	113.1	113.1	114.2	111.7	112.1	114.2	114.1
PERCENTAGE CHANGE (from previous financial year)									
1998-1999	3.1	3.0	2.9	3.1	3.1	2.8	2.7	2.4	3.0
1999-2000	3.1	3.0	2.6	2.6	2.4	2.5	2.3	3.4	2.8
2000-2001	3.8	3.4	3.1	3.0	3.7	2.5	2.9	4.0	3.5
PERCENTAGE CHANGE (from corresponding quarter of previous year)									
1999									
December	3.0	2.9	2.7	2.4	2.4	2.8	2.4	3.3	2.8
2000									
March	3.1	3.1	2.6	2.6	2.5	2.4	2.2	3.4	2.9
June	3.2	3.0	2.4	3.0	2.3	2.0	2.4	3.4	2.9
September	3.6	3.2	2.5	2.9	3.0	2.2	2.8	4.0	3.1
December	3.8	3.5	3.0	3.1	3.3	2.5	3.1	4.2	3.5
2001									
March	4.0	3.3	3.4	3.0	4.1	2.6	3.1	4.1	3.6
June	3.9	3.5	3.3	3.0	4.4	2.8	2.7	4.0	3.7
September	3.5	3.7	3.2	3.0	3.6	3.0	2.8	3.2	3.6
December	3.5	3.3	3.0	3.0	3.6	2.8	2.8	3.2	3.4
PERCENTAGE CHANGE (from previous quarter)									
1999									
December	0.4	0.7	0.6	0.7	0.4	0.5	0.4	0.3	0.5
2000									
March	0.7	0.7	0.5	0.8	0.7	0.5	0.5	0.9	0.7
June	0.7	0.7	0.4	0.5	0.5	0.3	0.6	0.6	0.6
September	1.7	1.1	1.0	1.0	1.4	0.9	1.4	2.1	1.3
December	0.6	0.9	1.1	0.8	0.6	0.8	0.6	0.5	0.8
2001									
March	0.9	0.5	0.8	0.6	1.5	0.6	0.5	0.8	0.9
June	0.6	0.9	0.4	0.5	0.8	0.5	0.2	0.4	0.6
September	1.3	1.3	0.9	1.1	0.5	1.1	1.5	1.3	1.2
December	0.6	0.5	0.9	0.8	0.7	0.6	0.7	0.5	0.6

(a) Reference base of each index: September Quarter 1997 = 100.0

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Public Sector

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
INDEX NUMBERS(a)									
1997-1998	101.4	101.1	101.3	101.1	100.9	100.6	102.1	100.6	101.2
1998-1999	106.7	104.3	104.5	103.9	103.8	103.3	105.3	103.9	105.0
1999-2000	109.7	107.1	108.5	107.6	106.9	106.3	108.2	106.0	108.2
2000-2001	113.4	110.9	112.2	111.6	110.2	109.8	111.0	109.4	111.9
1998									
December	105.4	103.8	104.3	103.5	103.3	102.7	105.5	103.5	104.3
1999									
March	108.2	104.9	105.0	104.5	104.0	103.8	106.1	104.4	105.9
June	108.5	105.1	105.3	104.8	105.0	104.3	106.1	104.5	106.2
September	109.0	106.0	107.4	106.3	105.6	105.7	106.5	105.4	107.2
December	109.3	106.9	108.4	107.4	106.5	106.1	108.5	105.8	107.9
2000									
March	109.9	107.6	108.9	107.8	107.6	106.5	108.7	106.3	108.5
June	110.7	108.0	109.3	109.0	107.8	107.0	108.9	106.6	109.1
September	112.1	109.2	110.3	109.8	108.5	108.7	109.2	108.2	110.3
December	112.7	110.0	111.5	110.9	109.4	109.3	111.5	109.1	111.2
2001									
March	114.1	111.7	112.9	112.7	111.2	109.8	111.7	110.0	112.6
June	114.5	112.7	114.2	113.0	111.5	111.2	111.7	110.3	113.3
September	115.6	113.6	115.6	113.8	112.5	112.5	112.1	112.0	114.4
December	116.1	114.1	115.9	116.1	113.4	112.9	115.5	112.7	115.1
PERCENTAGE CHANGE (from previous financial year)									
1998-1999	5.2	3.2	3.2	2.8	2.9	2.7	3.1	3.3	3.8
1999-2000	2.8	2.7	3.8	3.6	3.0	2.9	2.8	2.0	3.0
2000-2001	3.4	3.5	3.4	3.7	3.1	3.3	2.6	3.2	3.4
PERCENTAGE CHANGE (from corresponding quarter of previous year)									
1999									
December	3.7	3.0	3.9	3.8	3.1	3.3	2.8	2.2	3.5
2000									
March	1.6	2.6	3.7	3.2	3.5	2.6	2.5	1.8	2.5
June	2.0	2.8	3.8	4.0	2.7	2.6	2.6	2.0	2.7
September	2.8	3.0	2.7	3.3	2.7	2.8	2.5	2.7	2.9
December	3.1	2.9	2.9	3.3	2.7	3.0	2.8	3.1	3.1
2001									
March	3.8	3.8	3.7	4.5	3.3	3.1	2.8	3.5	3.8
June	3.4	4.4	4.5	3.7	3.4	3.9	2.6	3.5	3.8
September	3.1	4.0	4.8	3.6	3.7	3.5	2.7	3.5	3.7
December	3.0	3.7	3.9	4.7	3.7	3.3	3.6	3.3	3.5
PERCENTAGE CHANGE (from previous quarter)									
1999									
December	0.3	0.8	0.9	1.0	0.9	0.4	1.9	0.4	0.7
2000									
March	0.5	0.7	0.5	0.4	1.0	0.4	0.2	0.5	0.6
June	0.7	0.4	0.4	1.1	0.2	0.5	0.2	0.3	0.6
September	1.3	1.1	0.9	0.7	0.6	1.6	0.3	1.5	1.1
December	0.5	0.7	1.1	1.0	0.8	0.6	2.1	0.8	0.8
2001									
March	1.2	1.5	1.3	1.6	1.6	0.5	0.2	0.8	1.3
June	0.4	0.9	1.2	0.3	0.3	1.3	0.0	0.3	0.6
September	1.0	0.8	1.2	0.7	0.9	1.2	0.4	1.5	1.0
December	0.4	0.4	0.3	2.0	0.8	0.4	3.0	0.6	0.6

(a) Reference base of each index: September Quarter 1997 = 100.0

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Industry—Index Numbers(a)

Industry	FINANCIAL YEAR.....				QUARTER.....				
	1997– 1998	1998– 1999	1999– 2000	2000– 2001	Dec Qtr 2000	Mar Qtr 2001	Jun Qtr 2001	Sep Qtr 2001	Dec Qtr 2001
PRIVATE									
Mining	101.0	103.7	106.4	109.6	108.8	110.2	111.1	111.7	112.7
Manufacturing	101.5	104.8	107.8	111.6	111.1	112.3	113.1	114.2	115.0
Electricity, gas and water supply	101.2	104.5	108.1	111.3	111.1	111.7	112.3	114.7	116.0
Construction	101.6	105.0	108.1	112.8	112.0	113.2	114.3	115.5	116.3
Wholesale trade	100.8	103.5	106.2	110.0	109.7	110.3	111.1	112.1	112.9
Retail trade	101.0	103.3	105.7	108.5	108.3	108.8	109.1	110.1	111.0
Accommodation, cafes and restaurants	101.1	103.3	105.7	109.1	109.1	109.4	109.7	111.4	111.9
Transport and storage	101.1	103.7	106.4	109.3	109.1	109.8	110.1	111.3	111.7
Communication services	100.4	102.9	107.3	111.1	110.4	111.8	112.1	115.9	115.9
Finance and insurance	101.5	105.0	108.5	112.5	111.9	113.1	114.2	115.2	116.8
Property and business services	101.2	104.4	108.4	113.2	112.7	113.9	114.8	116.3	116.6
Education	100.8	103.8	107.2	111.2	110.5	111.6	112.7	114.1	114.5
Health and community services	100.7	104.2	106.5	109.4	109.1	109.6	110.5	112.3	113.0
Cultural and recreational services	100.9	103.2	105.2	108.8	108.1	109.7	110.1	111.1	112.0
Personal and other services	100.7	102.8	105.6	108.7	108.4	109.2	109.5	111.7	112.8
<i>All industries</i>	<i>101.2</i>	<i>104.2</i>	<i>107.1</i>	<i>110.9</i>	<i>110.4</i>	<i>111.4</i>	<i>112.1</i>	<i>113.4</i>	<i>114.1</i>
PUBLIC									
Government administration and defence	100.9	104.7	107.8	111.1	110.9	111.7	112.1	113.5	114.5
Education	101.3	105.3	108.0	112.0	110.8	112.8	114.1	115.6	116.2
Health and community services	101.8	106.4	109.7	113.1	112.5	113.7	114.7	115.2	115.8
Cultural and recreational services	101.0	105.1	107.3	110.3	110.0	110.6	110.9	112.3	112.8
Personal and other services	101.0	105.5	109.5	113.1	112.8	113.6	114.1	114.9	115.3
<i>All industries(b)</i>	<i>101.2</i>	<i>105.0</i>	<i>108.2</i>	<i>111.9</i>	<i>111.2</i>	<i>112.6</i>	<i>113.3</i>	<i>114.4</i>	<i>115.1</i>
PRIVATE AND PUBLIC									
Mining	101.0	103.7	106.4	109.6	108.8	110.1	111.0	111.7	112.6
Manufacturing	101.5	104.8	107.8	111.6	111.1	112.3	113.0	114.2	115.0
Electricity, gas and water supply	101.5	104.6	108.7	112.9	112.3	113.5	114.5	116.3	116.9
Construction	101.6	105.1	108.2	112.9	112.2	113.3	114.4	115.6	116.3
Wholesale trade	100.8	103.5	106.2	110.0	109.7	110.3	111.1	112.1	112.9
Retail trade	101.0	103.3	105.7	108.5	108.4	108.9	109.2	110.1	111.0
Accommodation, cafes and restaurants	101.1	103.3	105.7	109.1	109.0	109.4	109.7	111.4	111.9
Transport and storage	101.0	103.7	106.4	109.7	109.3	110.3	110.7	111.9	112.2
Communication services	100.7	102.9	107.0	110.6	109.5	112.1	112.1	113.1	113.7
Finance and insurance	101.5	105.0	108.5	112.4	111.8	112.9	113.9	115.0	116.5
Property and business services	101.1	104.5	108.5	113.2	112.6	113.9	114.7	116.3	116.6
Government administration and defence	100.9	104.7	107.8	111.1	110.9	111.7	112.1	113.5	114.5
Education	101.1	104.8	107.7	111.8	110.7	112.4	113.6	115.1	115.6
Health and community services	101.2	105.2	107.9	111.0	110.6	111.4	112.4	113.6	114.2
Cultural and recreational services	100.9	103.8	105.9	109.3	108.7	109.9	110.3	111.5	112.3
Personal and other services	100.9	104.0	107.3	110.6	110.3	111.2	111.5	113.1	113.9
All industries	101.2	104.4	107.4	111.1	110.6	111.7	112.4	113.6	114.4

(a) Reference base of each index: September Quarter 1997 = 100.0

(b) Includes those industries not separately listed.

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Industry—Percentage Changes

Industry	FROM PREVIOUS FINANCIAL YEAR.....			FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER.....			
	1998–1999	1999–2000	2000–2001	Dec Qtr 1999	Dec Qtr 2000	Dec Qtr 2001	Mar Qtr 2001	Jun Qtr 2001	Sep Qtr 2001	Dec Qtr 2001
PRIVATE										
Mining	2.7	2.6	3.0	3.0	2.5	3.6	1.3	0.8	0.5	0.9
Manufacturing	3.3	2.9	3.5	2.8	3.4	3.5	1.1	0.7	1.0	0.7
Electricity, gas and water supply	3.3	3.4	3.0	4.0	3.3	4.4	0.5	0.5	2.1	1.1
Construction	3.3	3.0	4.3	2.5	4.4	3.8	1.1	1.0	1.0	0.7
Wholesale trade	2.7	2.6	3.6	2.5	3.6	2.9	0.5	0.7	0.9	0.7
Retail trade	2.3	2.3	2.6	2.3	2.8	2.5	0.5	0.3	0.9	0.8
Accommodation, cafes and restaurants	2.2	2.3	3.2	2.5	3.3	2.6	0.3	0.3	1.5	0.4
Transport and storage	2.6	2.6	2.7	2.8	2.7	2.4	0.6	0.3	1.1	0.4
Communication services	2.5	4.3	3.5	3.6	3.7	5.0	1.3	0.3	3.4	0.0
Finance and insurance	3.4	3.3	3.7	3.2	3.7	4.4	1.1	1.0	0.9	1.4
Property and business services	3.2	3.8	4.4	3.9	4.3	3.5	1.1	0.8	1.3	0.3
Education	3.0	3.3	3.7	2.9	4.1	3.6	1.0	1.0	1.2	0.4
Health and community services	3.5	2.2	2.7	2.1	2.6	3.6	0.5	0.8	1.6	0.6
Cultural and recreational services	2.3	1.9	3.4	1.6	3.3	3.6	1.5	0.4	0.9	0.8
Personal and other services	2.1	2.7	2.9	2.8	2.8	4.1	0.7	0.3	2.0	1.0
<i>All industries</i>	3.0	2.8	3.5	2.8	3.5	3.4	0.9	0.6	1.2	0.6
PUBLIC										
Government administration and defence	3.8	3.0	3.1	3.4	3.0	3.2	0.7	0.4	1.2	0.9
Education	3.9	2.6	3.7	3.1	2.7	4.9	1.8	1.2	1.3	0.5
Health and community services	4.5	3.1	3.1	3.5	2.7	2.9	1.1	0.9	0.4	0.5
Cultural and recreational services	4.1	2.1	2.8	2.6	2.7	2.5	0.5	0.3	1.3	0.4
Personal and other services	4.5	3.8	3.3	4.1	3.7	2.2	0.7	0.4	0.7	0.3
<i>All industries(a)</i>	3.8	3.0	3.4	3.5	3.1	3.5	1.3	0.6	1.0	0.6
PRIVATE AND PUBLIC										
Mining	2.7	2.6	3.0	3.0	2.5	3.5	1.2	0.8	0.6	0.8
Manufacturing	3.3	2.9	3.5	2.7	3.4	3.5	1.1	0.6	1.1	0.7
Electricity, gas and water supply	3.1	3.9	3.9	3.9	3.9	4.1	1.1	0.9	1.6	0.5
Construction	3.4	2.9	4.3	2.6	4.4	3.7	1.0	1.0	1.0	0.6
Wholesale trade	2.7	2.6	3.6	2.5	3.6	2.9	0.5	0.7	0.9	0.7
Retail trade	2.3	2.3	2.6	2.4	2.8	2.4	0.5	0.3	0.8	0.8
Accommodation, cafes and restaurants	2.2	2.3	3.2	2.5	3.2	2.7	0.4	0.3	1.5	0.4
Transport and storage	2.7	2.6	3.1	2.8	3.0	2.7	0.9	0.4	1.1	0.3
Communication services	2.2	4.0	3.4	4.4	3.1	3.8	2.4	0.0	0.9	0.5
Finance and insurance	3.4	3.3	3.6	3.1	3.6	4.2	1.0	0.9	1.0	1.3
Property and business services	3.4	3.8	4.3	4.0	4.1	3.6	1.2	0.7	1.4	0.3
Government administration and defence	3.8	3.0	3.1	3.4	3.0	3.2	0.7	0.4	1.2	0.9
Education	3.7	2.8	3.8	3.0	3.2	4.4	1.5	1.1	1.3	0.4
Health and community services	4.0	2.6	2.9	2.7	2.7	3.3	0.7	0.9	1.1	0.5
Cultural and recreational services	2.9	2.0	3.2	1.8	3.1	3.3	1.1	0.4	1.1	0.7
Personal and other services	3.1	3.2	3.1	3.5	3.2	3.3	0.8	0.3	1.4	0.7
All industries	3.2	2.9	3.4	3.0	3.4	3.4	1.0	0.6	1.1	0.7

(a) Includes those industries not separately listed.

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Occupation—Index Numbers(a)

Occupation	FINANCIAL YEAR.....				QUARTER.....				
	1997– 1998	1998– 1999	1999– 2000	2000– 2001	Dec Qtr 2000	Mar Qtr 2001	Jun Qtr 2001	Sep Qtr 2001	Dec Qtr 2001
PRIVATE									
Managers and administrators	101.6	104.9	108.2	112.2	111.4	112.9	113.8	114.9	115.5
Professionals	101.2	104.8	107.9	112.2	111.6	112.9	113.7	115.4	116.1
Associate professionals	101.3	104.0	106.9	110.9	110.6	111.3	112.0	113.2	113.7
Tradespersons and related workers	101.3	104.4	107.2	110.8	110.3	111.3	112.0	113.2	114.3
Advanced clerical and service workers	101.0	104.1	106.9	110.3	110.0	110.8	111.2	112.3	112.7
Intermediate clerical, sales and service workers	101.0	103.4	106.3	109.6	109.3	109.8	110.4	111.9	112.7
Intermediate production and transport workers	101.1	104.1	106.6	110.0	109.7	110.5	111.0	112.2	113.0
Elementary clerical, sales and service workers	100.8	103.2	105.6	109.0	108.7	109.4	109.8	110.9	111.5
Labourers and related workers	101.2	103.9	106.5	109.8	109.5	110.3	110.9	112.0	112.8
<i>All occupations</i>	<i>101.2</i>	<i>104.2</i>	<i>107.1</i>	<i>110.9</i>	<i>110.4</i>	<i>111.4</i>	<i>112.1</i>	<i>113.4</i>	<i>114.1</i>
PUBLIC									
Managers and administrators	101.1	104.7	107.9	111.6	111.3	112.1	112.7	114.0	114.7
Professionals	101.1	105.2	108.1	112.0	111.1	112.7	114.0	115.2	115.8
Associate professionals	101.1	105.2	108.8	112.5	111.9	113.2	113.6	114.6	115.2
Tradespersons and related workers	101.3	104.4	108.0	111.8	110.9	112.5	113.1	114.3	115.0
Advanced clerical and service workers	101.9	106.6	109.3	112.4	112.0	113.2	113.6	114.5	115.8
Intermediate clerical, sales and service workers	101.1	105.0	108.3	111.6	111.0	112.3	112.8	113.8	114.3
Intermediate production and transport workers	101.2	104.6	107.4	110.9	110.4	111.7	112.3	112.9	114.0
Elementary clerical, sales and service workers	101.6	105.0	109.1	112.0	111.2	113.0	113.5	114.0	114.6
Labourers and related workers	102.1	106.4	109.6	113.0	112.8	113.5	114.0	114.9	116.2
<i>All occupations</i>	<i>101.2</i>	<i>105.0</i>	<i>108.2</i>	<i>111.9</i>	<i>111.2</i>	<i>112.6</i>	<i>113.3</i>	<i>114.4</i>	<i>115.1</i>
PRIVATE AND PUBLIC									
Managers and administrators	101.5	104.8	108.2	112.1	111.4	112.8	113.6	114.7	115.4
Professionals	101.2	104.9	108.0	112.1	111.4	112.8	113.8	115.3	116.0
Associate professionals	101.2	104.4	107.4	111.3	111.0	111.8	112.5	113.6	114.1
Tradespersons and related workers	101.3	104.4	107.3	110.9	110.4	111.4	112.2	113.4	114.3
Advanced clerical and service workers	101.1	104.5	107.2	110.6	110.3	111.1	111.5	112.6	113.1
Intermediate clerical, sales and service workers	101.0	103.8	106.8	110.1	109.7	110.5	111.0	112.4	113.1
Intermediate production and transport workers	101.1	104.1	106.7	110.1	109.8	110.6	111.2	112.3	113.1
Elementary clerical, sales and service workers	101.0	103.6	106.3	109.7	109.2	110.2	110.6	111.5	112.2
Labourers and related workers	101.3	104.3	106.9	110.2	109.9	110.7	111.3	112.4	113.2
All occupations	101.2	104.4	107.4	111.1	110.6	111.7	112.4	113.6	114.4

(a) Reference base of each index: September Quarter 1997 = 100.0

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Occupation—Percentage Changes

Occupation	FROM PREVIOUS FINANCIAL YEAR.....			FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER.....			
	1998–1999	1999–2000	2000–2001	Dec Qtr 1999	Dec Qtr 2000	Dec Qtr 2001	Mar Qtr 2001	Jun Qtr 2001	Sep Qtr 2001	Dec Qtr 2001
PRIVATE										
Managers and administrators	3.2	3.1	3.7	2.9	3.5	3.7	1.3	0.8	1.0	0.5
Professionals	3.6	3.0	4.0	3.2	3.7	4.0	1.2	0.7	1.5	0.6
Associate professionals	2.7	2.8	3.7	2.6	3.9	2.8	0.6	0.6	1.1	0.4
Tradespersons and related workers	3.1	2.7	3.4	2.6	3.3	3.6	0.9	0.6	1.1	1.0
Advanced clerical and service workers	3.1	2.7	3.2	2.8	3.0	2.5	0.7	0.4	1.0	0.4
Intermediate clerical, sales and service workers	2.4	2.8	3.1	2.9	3.0	3.1	0.5	0.5	1.4	0.7
Intermediate production and transport workers	3.0	2.4	3.2	2.3	3.3	3.0	0.7	0.5	1.1	0.7
Elementary clerical, sales and service workers	2.4	2.3	3.2	2.3	3.2	2.6	0.6	0.4	1.0	0.5
Labourers and related workers	2.7	2.5	3.1	2.5	3.0	3.0	0.7	0.5	1.0	0.7
<i>All occupations</i>	3.0	2.8	3.5	2.8	3.5	3.4	0.9	0.6	1.2	0.6
PUBLIC										
Managers and administrators	3.6	3.1	3.4	3.6	3.2	3.1	0.7	0.5	1.2	0.6
Professionals	4.1	2.8	3.6	3.3	3.0	4.2	1.4	1.2	1.1	0.5
Associate professionals	4.1	3.4	3.4	3.8	3.3	2.9	1.2	0.4	0.9	0.5
Tradespersons and related workers	3.1	3.4	3.5	3.6	3.2	3.7	1.4	0.5	1.1	0.6
Advanced clerical and service workers	4.6	2.5	2.8	2.8	2.7	3.4	1.1	0.4	0.8	1.1
Intermediate clerical, sales and service workers	3.9	3.1	3.0	3.5	2.8	3.0	1.2	0.4	0.9	0.4
Intermediate production and transport workers	3.4	2.7	3.3	2.8	3.3	3.3	1.2	0.5	0.5	1.0
Elementary clerical, sales and service workers	3.3	3.9	2.7	3.5	2.7	3.1	1.6	0.4	0.4	0.5
Labourers and related workers	4.2	3.0	3.1	3.3	3.2	3.0	0.6	0.4	0.8	1.1
<i>All occupations</i>	3.8	3.0	3.4	3.5	3.1	3.5	1.3	0.6	1.0	0.6
PRIVATE AND PUBLIC										
Managers and administrators	3.3	3.2	3.6	3.1	3.4	3.6	1.3	0.7	1.0	0.6
Professionals	3.7	3.0	3.8	3.3	3.4	4.1	1.3	0.9	1.3	0.6
Associate professionals	3.2	2.9	3.6	2.9	3.8	2.8	0.7	0.6	1.0	0.4
Tradespersons and related workers	3.1	2.8	3.4	2.7	3.3	3.5	0.9	0.7	1.1	0.8
Advanced clerical and service workers	3.4	2.6	3.2	2.8	3.0	2.5	0.7	0.4	1.0	0.4
Intermediate clerical, sales and service workers	2.8	2.9	3.1	3.1	2.9	3.1	0.7	0.5	1.3	0.6
Intermediate production and transport workers	3.0	2.5	3.2	2.4	3.3	3.0	0.7	0.5	1.0	0.7
Elementary clerical, sales and service workers	2.6	2.6	3.2	2.6	3.0	2.7	0.9	0.4	0.8	0.6
Labourers and related workers	3.0	2.5	3.1	2.6	3.0	3.0	0.7	0.5	1.0	0.7
All occupations	3.2	2.9	3.4	3.0	3.4	3.4	1.0	0.6	1.1	0.7

ORDINARY TIME HOURLY RATES OF PAY EXCLUDING BONUSES

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
INDEX NUMBERS(a)									
1997-1998	101.2	101.1	101.2	101.1	101.4	100.7	101.3	100.7	101.2
1998-1999	104.7	104.1	104.2	104.1	104.4	103.5	104.3	103.6	104.4
1999-2000	107.9	107.1	107.3	107.1	107.2	106.2	106.9	106.3	107.4
2000-2001	111.9	110.8	110.7	110.6	111.1	109.2	109.9	110.1	111.1
1998									
December	104.1	103.8	104.0	103.9	104.0	103.0	104.1	103.2	103.9
1999									
March	105.3	104.5	104.6	104.6	104.8	104.0	104.8	104.1	104.8
June	105.9	105.0	105.1	104.8	105.5	104.6	105.1	104.4	105.4
September	107.0	106.1	106.4	106.0	106.2	105.5	105.9	105.6	106.4
December	107.4	106.7	107.1	106.8	106.7	106.0	106.8	106.0	107.0
2000									
March	108.1	107.5	107.7	107.5	107.6	106.5	107.2	106.6	107.7
June	109.0	108.2	108.1	108.2	108.1	106.9	107.6	107.1	108.4
September	110.6	109.4	109.1	109.2	109.5	108.1	108.7	108.9	109.7
December	111.3	110.3	110.4	110.2	110.2	108.9	110.0	109.8	110.6
2001									
March	112.5	111.2	111.3	111.2	111.9	109.5	110.4	110.6	111.7
June	113.1	112.1	112.0	111.7	112.7	110.3	110.6	111.0	112.4
September	114.5	113.5	113.2	112.7	113.4	111.5	111.7	112.7	113.7
December	115.1	114.2	114.0	114.0	114.1	112.1	113.4	113.3	114.4
PERCENTAGE CHANGE (from previous financial year)									
1998-1999	3.5	3.0	3.0	3.0	3.0	2.8	3.0	2.9	3.2
1999-2000	3.1	2.9	3.0	2.9	2.7	2.6	2.5	2.6	2.9
2000-2001	3.7	3.5	3.2	3.3	3.6	2.8	2.8	3.6	3.4
PERCENTAGE CHANGE (from corresponding quarter of previous year)									
1999									
December	3.2	2.8	3.0	2.8	2.6	2.9	2.6	2.7	3.0
2000									
March	2.7	2.9	3.0	2.8	2.7	2.4	2.3	2.4	2.8
June	2.9	3.0	2.9	3.2	2.5	2.2	2.4	2.6	2.8
September	3.4	3.1	2.5	3.0	3.1	2.5	2.6	3.1	3.1
December	3.6	3.4	3.1	3.2	3.3	2.7	3.0	3.6	3.4
2001									
March	4.1	3.4	3.3	3.4	4.0	2.8	3.0	3.8	3.7
June	3.8	3.6	3.6	3.2	4.3	3.2	2.8	3.6	3.7
September	3.5	3.7	3.8	3.2	3.6	3.1	2.8	3.5	3.6
December	3.4	3.5	3.3	3.4	3.5	2.9	3.1	3.2	3.4
PERCENTAGE CHANGE (from previous quarter)									
1999									
December	0.4	0.6	0.7	0.8	0.5	0.5	0.8	0.4	0.6
2000									
March	0.7	0.7	0.6	0.7	0.8	0.5	0.4	0.6	0.7
June	0.8	0.7	0.4	0.7	0.5	0.4	0.4	0.5	0.6
September	1.5	1.1	0.9	0.9	1.3	1.1	1.0	1.7	1.2
December	0.6	0.8	1.2	0.9	0.6	0.7	1.2	0.8	0.8
2001									
March	1.1	0.8	0.8	0.9	1.5	0.6	0.4	0.7	1.0
June	0.5	0.8	0.6	0.4	0.7	0.7	0.2	0.4	0.6
September	1.2	1.2	1.1	0.9	0.6	1.1	1.0	1.5	1.2
December	0.5	0.6	0.7	1.2	0.6	0.5	1.5	0.5	0.6

(a) Reference base of each index: September Quarter 1997 = 100.0

ORDINARY TIME HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Industry—Index Numbers(a)

Industry	FINANCIAL YEAR.....				QUARTER.....				
	1997– 1998	1998– 1999	1999– 2000	2000– 2001	Dec Qtr 2000	Mar Qtr 2001	Jun Qtr 2001	Sep Qtr 2001	Dec Qtr 2001
PRIVATE									
Mining	101.0	103.7	106.4	109.7	108.9	110.2	111.1	111.8	112.7
Manufacturing	101.5	104.9	107.9	111.7	111.2	112.4	113.2	114.3	115.1
Electricity, gas and water supply	101.3	104.7	108.2	111.4	111.1	111.8	112.4	114.9	116.2
Construction	101.6	104.8	107.9	112.6	111.9	113.0	114.1	115.4	116.1
Wholesale trade	100.8	103.5	106.2	110.0	109.7	110.3	111.1	112.1	112.9
Retail trade	101.0	103.3	105.8	108.5	108.4	108.9	109.2	110.1	111.0
Accommodation, cafes and restaurants	101.1	103.4	105.8	109.2	109.1	109.5	109.8	111.5	112.0
Transport and storage	101.1	103.8	106.4	109.3	109.0	109.7	110.1	111.2	111.6
Communication services	100.4	103.0	107.3	111.3	110.5	111.9	112.3	116.0	116.0
Finance and insurance	101.5	105.0	108.6	112.5	111.9	113.1	114.2	115.2	116.8
Property and business services	101.2	104.4	108.5	113.2	112.7	113.9	114.8	116.4	116.7
Education	100.8	103.8	107.2	111.2	110.5	111.6	112.7	114.2	114.5
Health and community services	100.7	104.2	106.5	109.4	109.1	109.6	110.5	112.3	113.0
Cultural and recreational services	100.8	103.2	105.2	108.8	108.1	109.6	110.0	111.1	112.0
Personal and other services	100.7	102.7	105.5	108.6	108.3	109.2	109.5	111.6	112.8
<i>All industries</i>	<i>101.2</i>	<i>104.2</i>	<i>107.2</i>	<i>110.9</i>	<i>110.5</i>	<i>111.4</i>	<i>112.1</i>	<i>113.4</i>	<i>114.2</i>
PUBLIC									
Government administration and defence	100.8	104.7	107.7	111.1	110.9	111.7	112.0	113.5	114.5
Education	101.3	105.3	108.1	112.0	110.8	112.8	114.1	115.6	116.2
Health and community services	101.8	106.4	109.6	113.0	112.5	113.6	114.6	115.1	115.7
Cultural and recreational services	101.0	105.1	107.3	110.3	110.1	110.6	110.9	112.3	112.8
Personal and other services	101.0	105.5	109.6	113.2	112.9	113.7	114.2	115.1	115.5
<i>All industries(b)</i>	<i>101.1</i>	<i>105.0</i>	<i>108.2</i>	<i>111.9</i>	<i>111.2</i>	<i>112.6</i>	<i>113.3</i>	<i>114.4</i>	<i>115.1</i>
PRIVATE AND PUBLIC									
Mining	101.0	103.7	106.5	109.7	108.9	110.2	111.1	111.7	112.8
Manufacturing	101.5	104.9	107.9	111.7	111.2	112.4	113.1	114.3	115.0
Electricity, gas and water supply	101.5	104.7	108.8	113.0	112.4	113.6	114.6	116.4	116.9
Construction	101.6	104.9	108.1	112.7	112.1	113.1	114.2	115.5	116.1
Wholesale trade	100.8	103.5	106.2	110.0	109.7	110.3	111.1	112.1	112.9
Retail trade	101.0	103.3	105.8	108.5	108.4	108.9	109.2	110.1	111.0
Accommodation, cafes and restaurants	101.1	103.4	105.8	109.1	109.1	109.4	109.8	111.5	112.0
Transport and storage	101.0	103.8	106.3	109.6	109.2	110.2	110.7	111.8	112.1
Communication services	100.7	102.9	106.9	110.5	109.4	112.0	112.1	113.0	113.6
Finance and insurance	101.5	105.0	108.5	112.4	111.8	112.9	113.9	115.0	116.6
Property and business services	101.1	104.5	108.5	113.2	112.7	113.9	114.8	116.4	116.7
Government administration and defence	100.8	104.7	107.7	111.1	110.9	111.7	112.0	113.5	114.5
Education	101.1	104.9	107.8	111.8	110.7	112.4	113.6	115.1	115.7
Health and community services	101.2	105.1	107.9	111.0	110.6	111.4	112.3	113.5	114.2
Cultural and recreational services	100.9	103.8	105.9	109.3	108.7	109.9	110.3	111.5	112.2
Personal and other services	100.9	104.0	107.3	110.7	110.3	111.2	111.6	113.1	114.0
All industries	101.2	104.4	107.4	111.1	110.6	111.7	112.4	113.7	114.4

(a) Reference base of each index: September Quarter 1997 = 100.0

(b) Includes those industries not separately listed.

ORDINARY TIME HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Industry—Percentage Changes

Industry	FROM PREVIOUS FINANCIAL YEAR.....			FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER.....			
	1998–1999	1999–2000	2000–2001	Dec Qtr 1999	Dec Qtr 2000	Dec Qtr 2001	Mar Qtr 2001	Jun Qtr 2001	Sep Qtr 2001	Dec Qtr 2001
PRIVATE										
Mining	2.7	2.6	3.1	2.9	2.6	3.5	1.2	0.8	0.6	0.8
Manufacturing	3.3	2.9	3.5	2.8	3.5	3.5	1.1	0.7	1.0	0.7
Electricity, gas and water supply	3.4	3.3	3.0	4.0	3.2	4.6	0.6	0.5	2.2	1.1
Construction	3.1	3.0	4.4	2.4	4.5	3.8	1.0	1.0	1.1	0.6
Wholesale trade	2.7	2.6	3.6	2.5	3.6	2.9	0.5	0.7	0.9	0.7
Retail trade	2.3	2.4	2.6	2.4	2.7	2.4	0.5	0.3	0.8	0.8
Accommodation, cafes and restaurants	2.3	2.3	3.2	2.5	3.2	2.7	0.4	0.3	1.5	0.4
Transport and storage	2.7	2.5	2.7	2.7	2.6	2.4	0.6	0.4	1.0	0.4
Communication services	2.6	4.2	3.7	3.5	3.8	5.0	1.3	0.4	3.3	0.0
Finance and insurance	3.4	3.4	3.6	3.2	3.7	4.4	1.1	1.0	0.9	1.4
Property and business services	3.2	3.9	4.3	3.9	4.3	3.5	1.1	0.8	1.4	0.3
Education	3.0	3.3	3.7	2.9	4.1	3.6	1.0	1.0	1.3	0.3
Health and community services	3.5	2.2	2.7	2.1	2.6	3.6	0.5	0.8	1.6	0.6
Cultural and recreational services	2.4	1.9	3.4	1.5	3.4	3.6	1.4	0.4	1.0	0.8
Personal and other services	2.0	2.7	2.9	2.9	2.8	4.2	0.8	0.3	1.9	1.1
<i>All industries</i>	3.0	2.9	3.5	2.8	3.6	3.3	0.8	0.6	1.2	0.7
PUBLIC										
Government administration and defence	3.9	2.9	3.2	3.3	3.1	3.2	0.7	0.3	1.3	0.9
Education	3.9	2.7	3.6	3.1	2.7	4.9	1.8	1.2	1.3	0.5
Health and community services	4.5	3.0	3.1	3.6	2.7	2.8	1.0	0.9	0.4	0.5
Cultural and recreational services	4.1	2.1	2.8	2.6	2.8	2.5	0.5	0.3	1.3	0.4
Personal and other services	4.5	3.9	3.3	4.1	3.8	2.3	0.7	0.4	0.8	0.3
<i>All industries(a)</i>	3.9	3.0	3.4	3.5	3.1	3.5	1.3	0.6	1.0	0.6
PRIVATE AND PUBLIC										
Mining	2.7	2.7	3.0	2.9	2.6	3.6	1.2	0.8	0.5	1.0
Manufacturing	3.3	2.9	3.5	2.8	3.5	3.4	1.1	0.6	1.1	0.6
Electricity, gas and water supply	3.2	3.9	3.9	4.0	3.9	4.0	1.1	0.9	1.6	0.4
Construction	3.2	3.1	4.3	2.6	4.5	3.6	0.9	1.0	1.1	0.5
Wholesale trade	2.7	2.6	3.6	2.5	3.6	2.9	0.5	0.7	0.9	0.7
Retail trade	2.3	2.4	2.6	2.4	2.8	2.4	0.5	0.3	0.8	0.8
Accommodation, cafes and restaurants	2.3	2.3	3.1	2.5	3.2	2.7	0.3	0.4	1.5	0.4
Transport and storage	2.8	2.4	3.1	2.6	3.0	2.7	0.9	0.5	1.0	0.3
Communication services	2.2	3.9	3.4	4.4	3.1	3.8	2.4	0.1	0.8	0.5
Finance and insurance	3.4	3.3	3.6	3.1	3.6	4.3	1.0	0.9	1.0	1.4
Property and business services	3.4	3.8	4.3	3.9	4.2	3.5	1.1	0.8	1.4	0.3
Government administration and defence	3.9	2.9	3.2	3.3	3.1	3.2	0.7	0.3	1.3	0.9
Education	3.8	2.8	3.7	3.0	3.2	4.5	1.5	1.1	1.3	0.5
Health and community services	3.9	2.7	2.9	2.8	2.7	3.3	0.7	0.8	1.1	0.6
Cultural and recreational services	2.9	2.0	3.2	1.9	3.1	3.2	1.1	0.4	1.1	0.6
Personal and other services	3.1	3.2	3.2	3.5	3.2	3.4	0.8	0.4	1.3	0.8
All industries	3.2	2.9	3.4	3.0	3.4	3.4	1.0	0.6	1.2	0.6

(a) Includes those industries not separately listed.

HOURLY RATES OF PAY INCLUDING BONUSES, Sector

Period	ORDINARY TIME HOURLY RATES.....			TOTAL HOURLY RATES.....		
	Private	Public	Private and public	Private	Public	Private and public
INDEX NUMBERS(a)						
1997-1998	101.2	101.2	101.2	101.2	101.2	101.2
1998-1999	104.2	105.0	104.4	104.2	105.1	104.4
1999-2000	107.3	108.4	107.6	107.3	108.4	107.5
2000-2001	111.1	112.1	111.4	111.1	112.1	111.3
1998						
December	103.9	104.3	104.0	103.9	104.4	104.0
1999						
March	104.5	105.9	104.9	104.5	105.9	104.9
June	105.2	106.2	105.4	105.2	106.2	105.4
September	106.3	107.3	106.5	106.2	107.3	106.5
December	106.9	108.1	107.2	106.9	108.1	107.2
2000						
March	107.6	108.7	107.9	107.6	108.7	107.9
June	108.3	109.3	108.6	108.3	109.3	108.5
September	109.8	110.5	110.0	109.8	110.5	109.9
December	110.7	111.4	110.9	110.7	111.4	110.8
2001						
March	111.6	112.8	111.9	111.5	112.8	111.9
June	112.3	113.5	112.6	112.2	113.5	112.5
September	113.5	114.7	113.8	113.4	114.7	113.7
December	114.2	115.4	114.5	114.2	115.4	114.4
PERCENTAGE CHANGE (from previous financial year)						
1998-1999	3.0	3.8	3.2	3.0	3.9	3.2
1999-2000	3.0	3.2	3.1	3.0	3.1	3.0
2000-2001	3.5	3.4	3.5	3.5	3.4	3.5
PERCENTAGE CHANGE (from corresponding quarter of previous year)						
1999						
December	2.9	3.6	3.1	2.9	3.5	3.1
2000						
March	3.0	2.6	2.9	3.0	2.6	2.9
June	2.9	2.9	3.0	2.9	2.9	2.9
September	3.3	3.0	3.3	3.4	3.0	3.2
December	3.6	3.1	3.5	3.6	3.1	3.4
2001						
March	3.7	3.8	3.7	3.6	3.8	3.7
June	3.7	3.8	3.7	3.6	3.8	3.7
September	3.4	3.8	3.5	3.3	3.8	3.5
December	3.2	3.6	3.2	3.2	3.6	3.2
PERCENTAGE CHANGE (from previous quarter)						
1999						
December	0.6	0.7	0.7	0.7	0.7	0.7
2000						
March	0.7	0.6	0.7	0.7	0.6	0.7
June	0.7	0.6	0.6	0.7	0.6	0.6
September	1.4	1.1	1.3	1.4	1.1	1.3
December	0.8	0.8	0.8	0.8	0.8	0.8
2001						
March	0.8	1.3	0.9	0.7	1.3	1.0
June	0.6	0.6	0.6	0.6	0.6	0.5
September	1.1	1.1	1.1	1.1	1.1	1.1
December	0.6	0.6	0.6	0.7	0.6	0.6

(a) Reference base of each index: September Quarter 1997 = 100.0

EXPLANATORY NOTES

INTRODUCTION

1 This publication contains indexes measuring quarterly changes in wage and salary costs for employee jobs. These indexes were compiled for the first time for the December quarter 1997 (with a reference base of September quarter 1997 = 100.0).

2 The methodology used to construct the component indexes of the Wage Cost Index (WCI) is similar to that used for other price indexes such as the Consumer Price Index. In the WCI, index numbers are compiled from hourly wage and salary rates of pay for a representative sample of employee jobs within a sample of employing organisations. Individual indexes are compiled for various combinations of State/Territory, sector (private/public), broad industry group and broad occupation group. For more detailed information on the methodology used in the construction of the WCI, refer to *Information Paper: Wage Cost Index, Australia, 2000* (Cat. no. 6346.0).

PUBLISHED INDEXES

3 There are four sets of quarterly base-period weighted indexes in this publication:

- ordinary time hourly rates of pay—excluding bonuses;
- ordinary time hourly rates of pay—including bonuses;
- total hourly rates of pay—excluding bonuses; and
- total hourly rates of pay—including bonuses.

The four component sets of indexes together comprise the WCI.

DESIGN OF THE INDEXES

BROAD DESCRIPTION

4 The WCI is a price index which measures changes over time in wage and salary costs for employee jobs, unaffected by changes in the quality or quantity of work performed. Changes in wages and salaries resulting from changes in the composition of the labour market are excluded from the WCI movements. This is achieved by combining average *price* movements for each segment of the labour market (defined by State/Territory, sector, industry and occupation) using *expenditure weights* that remain constant between successive *weighting base* periods.

5 Every effort is made to price jobs in the sample to constant quality. Price determining characteristics of the jobs are detailed in fixed pricing specifications, and any changes in wage and salary payments due to changes in the pricing specifications are removed from index movements. The following are examples of changes in price determining characteristics which are not reflected in index movements:

- changes in the nature of work performed (e.g. different tasks or responsibilities);
- changes in the quantity of work performed (e.g. the number of hours worked);
- changes in the characteristics of the job occupant (e.g. age, apprenticeship year, successful completion of training or a qualification, grade or level, experience, length of service, fitness, etc.); and
- changes in location where the work is performed.

Identifying and measuring quality changes for jobs can be difficult. However, in the WCI, a range of procedures has been developed to achieve this, and to ensure that only pure price changes are reflected in the indexes.

6 The *ordinary time* indexes that *exclude* bonuses measure quarterly changes in ordinary time hourly wage and salary rates. Changes in rates of pay reflected in these indexes (i.e. pure price changes) arise from a range of sources including award variations, enterprise and workplace agreements, centralised wage fixation, individual contracts and informal arrangements.

BROAD DESCRIPTION **7** These indexes are not affected by changes in penalty payments (which fluctuate depending on the number of hours paid at penalty rates), changes in allowances (which fluctuate according to how much work is performed under special work conditions e.g. height, dirt, heat allowances) or changes in bonus payments (which may, or may not, relate to an individual's work performance). Specifically, the following costs are excluded when computing ordinary time hourly wage and salary rates:

- penalty payments for overtime, shifts, weekends and public holidays;
- ordinary time and overtime allowances; and
- bonus payments.

The effect of rolling ordinary time penalty payments and allowances into ordinary time hourly rates is excluded from these indexes. However, when overtime penalty payments are rolled into ordinary time hourly rates, the ordinary time indexes will increase accordingly.

8 The *total hourly* indexes that *exclude* bonuses are based on a weighted combination of ordinary time hourly rates (described in paragraphs 6 and 7) and overtime hourly rates. The total hourly rates reflect changes in ordinary time hourly rates as well as changes in overtime hourly rates. The effect of changes in the amount of overtime paid at each overtime rate is not shown in these indexes except when overtime penalty payments are rolled into ordinary time hourly rates. When this occurs, the increase in the ordinary time hourly rate will tend to be offset by the elimination of the higher overtime hourly rate, leaving the total hourly indexes largely unchanged.

9 Only those indexes that *exclude* bonuses are pure price indexes. This is because bonus payments tend to reflect changes in the quality of work performed.

SCOPE AND COVERAGE **10** The target population of employers for the WCI is all employing organisations in Australia (private and public sectors) except:

- enterprises primarily engaged in agriculture, forestry or fishing;
- private households employing staff; and
- foreign embassies, consulates, etc.

11 All *employee* jobs in the target population of employers are in scope of the WCI, except the following:

- Australian permanent defence force jobs;
- 'non-maintainable' jobs (i.e. jobs that are expected to be occupied for less than six months of a year); and
- jobs for which wages and salaries are not determined by the Australian labour market (e.g. working proprietors of small incorporated enterprises, most employees of Community Development Employment Programs, jobs where the remuneration is set in a foreign country).

12 As such, full-time, part-time, permanent, casual, managerial and non-managerial jobs are in scope of the WCI. Costs incurred by employers for work undertaken by self-employed persons such as consultants and subcontractors are out of scope of the WCI, as they do not relate to employee jobs.

DATA COLLECTION **13** Information for the WCI is collected each quarter by mail questionnaires from a sample survey of approximately 4,400 private and public sector employers selected from the ABS Business Register. In the first quarter they participate in the survey, each employer selects a sample of jobs from their workplace(s) using sampling instructions provided by the ABS, and provides information for these jobs, including detailed pricing specifications. In subsequent quarters they are asked to provide details of payments made to the current occupants of these same jobs. It is essential that the same *jobs* are priced in successive quarters, whether the individual job occupants are the same or not. Approximately 20,000 matched jobs are priced each quarter from the selected employers.

14 The sampling method retains the highest possible common sample of employers over time, and retains the same sampled jobs within those employers where possible. However, it is also necessary to ensure the WCI continues to be relevant and representative over time. For these reasons, the employer sample is refreshed annually (for the September quarter) in a way that ensures a high proportion of common selections while allowing new employers to be represented in the sample. Refreshing the sample also allows the ABS to control the length of time that small businesses in particular are included in the survey. The sample refresh coincides with updating of expenditure weights (see paragraph 16).

15 Between each annual refresh of the employer sample, a small number of employee jobs will be lost from the survey sample because of the closure of some businesses. In addition, some jobs in continuing businesses will be replaced in the sample because of restructuring and other job changes.

WEIGHTING **16** In the WCI, as with other price indexes, expenditure weights are used to combine elementary aggregate indexes into publication indexes. These weights are derived from independent estimates of total weekly wages and salaries for elementary aggregates. The independent estimates are sourced from the quarterly Survey of Employment and Earnings (SEE), the biennial Employee Earnings and Hours (EEH) survey and the five-yearly Census of Population and Housing. The weights are updated for the September quarter each year to take account of changing wage and salary expenditure patterns among the elementary aggregates. The first percentage changes that can be calculated using the updated weights will occur in respect of the December quarter each year. Updated expenditure weights reflect changes in the distribution of the number of employee jobs among occupations, industries, States/Territories and sectors, as well as changes in wage rate relativities. The *Appendix* shows the distribution of employers' expenditure on wages and salaries, for the September quarter 2001.

17 To facilitate comparison of index numbers over time, the published indexes will not be re-referenced (i.e. reset) to 100.0 each time this reweighting occurs. This will provide a continuous series from the original reference base of September quarter 1997 = 100.0, while incorporating the updated expenditure weights.

PERCENTAGE CHANGE AND ROUNDING

18 The published index numbers have been rounded to one decimal place, and the percentage changes (also rounded to one decimal place) are calculated from the rounded index numbers. In some cases, this can result in the percentage change for the total level of a group of indexes being outside the range of the percentage changes for the component level indexes.

INTERPRETATION OF INDEX NUMBERS

19 Index numbers in this publication measure changes in hourly rates of pay between the reference base period (September quarter 1997 = 100.0) and a later period. Index number levels cannot be compared across States/Territories as they do not provide comparative information on levels of hourly rates of pay. Similarly, index number levels cannot be compared across sectors, industries, or occupations. The usefulness of index numbers stems from the fact that index numbers for any two periods can be used to directly calculate the change or movement in hourly rates of pay between the two periods. These movements can be compared across States/Territories, sectors, industries, or occupations.

INDEX MOVEMENTS

20 Index numbers in this publication are constructed on a quarterly basis with a reference base of September quarter 1997 = 100.0. Movements in indexes from one period to another can be expressed either as changes in *index points* or as percentage changes. In this publication, percentage changes are calculated to illustrate three different kinds of movements in indexes:

- movements between consecutive quarters;
- movements between corresponding quarters of consecutive years; and
- movements between consecutive financial years.

The following example illustrates the method of calculating changes in index points and percentage changes between any two periods:

Total hourly rates of pay excluding bonuses, Australia

	Index numbers (See table 1)
December quarter 2001	114.4
<i>less</i> September quarter 2001	113.6
Change in index points	0.8
Percentage change =	$\frac{0.8}{113.6} \times 100 = 0.7\%$

FINANCIAL YEAR INDEXES

21 Index numbers for financial years are calculated as simple (arithmetic) averages of the four quarterly index numbers for the financial year. As the Wage Cost Index was first published with a reference base of September quarter 1997 = 100.0, the first financial year index number that can be calculated is for 1997–98. Consequently, the first percentage change between financial years that can be calculated is between 1997–98 and 1998–99. The following example illustrates the method of calculating the most recent financial year index numbers:

Total hourly rates of pay excluding bonuses, Australia

	Index numbers (See table 1)
September quarter 2000	109.7
<i>plus</i> December quarter 2000	110.6
<i>plus</i> March quarter 2001	111.7
<i>plus</i> June quarter 2001	112.4
Financial year 2000–2001 =	$\frac{444.4}{4} = 111.1$

Percentage changes between any two financial year index numbers can be calculated using the method outlined in paragraph 20 above.

EXPLANATORY NOTES *continued*

REVISIONS TO INDEXES

22 Index numbers will be released as final figures at the time they are first published. Revisions will only occur in exceptional circumstances.

RELIABILITY OF THE INDEXES

23 Since the index numbers are based on information relating to a sample of employee jobs, they are subject to *sampling error*. That is, they may differ from figures that would have resulted had all the in-scope employee jobs in the labour market been included in the collection. Estimates of the magnitude of sampling error of index numbers will not be available until the WCI has been operating for a sufficient number of quarters to enable meaningful estimates to be calculated.

24 Inaccuracies in the data may also occur because of imperfections in reporting by respondents or in processing by the ABS. This kind of inaccuracy is referred to as *non-sampling error*. Every effort has been made to minimise non-sampling error, for example:

- by careful design and testing of questionnaires and processing systems;
- by providing instructions to employers on how to select a sample of employee jobs;
- by detailed checking of completed survey forms; and
- by instituting a range of procedures for ensuring that jobs are priced to constant quality.

RELATED PUBLICATIONS

25 Users may also wish to refer to the following publications which are available on request:

Information Paper: Wage Cost Index, Australia, 2000 (Cat. no. 6346.0)

Average Weekly Earnings, Australia (Cat. no. 6302.0)—issued quarterly

26 Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (Cat. no. 1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office or from the ABS web site www.abs.gov.au.

ABS DATA AVAILABLE ON REQUEST

27 As well as the statistics included in this and related publications, the ABS may have other relevant data available on request. Inquiries should be made to Tony Carolan on Perth 08 9360 5151 or the National Information Service on 1300 135 070.

APPENDIX

DISTRIBUTION OF EMPLOYERS' TOTAL EXPENDITURE ON WAGES AND SALARIES, SEPTEMBER QUARTER 2001

1 SECTOR BY STATE/TERRITORY

<i>State/Territory</i>	<i>Private</i>	<i>Public</i>	<i>Private and public</i>
%	%	%	
New South Wales	37.0	34.6	36.4
Victoria	26.6	20.0	25.0
Queensland	16.3	18.6	16.8
South Australia	6.4	8.0	6.8
Western Australia	9.9	8.5	9.6
Tasmania	1.7	2.6	1.9
Northern Territory	0.9	1.7	1.1
Australian Capital Territory	1.3	6.0	2.4
Australia(a)	100.0	100.0	100.0

(a) Components may not sum to 100.0 due to rounding.

2 SECTOR BY BROAD OCCUPATION GROUP

<i>Occupation(a)</i>	<i>Private</i>	<i>Public</i>	<i>Private and public</i>
%	%	%	
Managers and administrators	13.8	10.3	12.9
Professionals	18.4	38.1	23.2
Associate professionals	12.2	15.5	13.0
Tradespersons and related workers	15.4	7.7	13.5
Advanced clerical and service workers	4.5	2.2	3.9
Intermediate clerical, sales and service workers	13.3	14.5	13.6
Intermediate production and transport workers	10.5	4.2	9.0
Elementary clerical, sales and service workers	5.5	4.3	5.2
Labourers and related workers	6.5	3.2	5.7
All occupations(b)	100.0	100.0	100.0

(a) Classified according to the *Australian Standard Classification of Occupations (ASCO), Second Edition* (Cat. no. 1220.0).

(b) Components may not sum to 100.0 due to rounding.

APPENDIX *continued*

3 SECTOR BY BROAD INDUSTRY GROUP

<i>Industry(a)</i>	<i>Private</i>	<i>Public</i>	<i>Private and public</i>
	%	%	%
Mining	3.6	(b)	2.8
Manufacturing	21.4	(b)	16.3
Electricity, gas and water supply	0.9	(b)	1.4
Construction	7.5	(b)	6.1
Wholesale trade	9.3	(b)	7.0
Retail trade	11.3	(b)	8.6
Accommodation, cafes and restaurants	3.8	(b)	2.9
Transport and storage	5.6	(b)	5.4
Communication services	1.0	(b)	2.7
Finance and insurance	8.0	(b)	6.4
Property and business services	13.5	(b)	11.3
Government administration and defence	..	26.6	6.4
Education	3.3	22.6	8.0
Health and community services	6.7	17.4	9.2
Cultural and recreational services	1.9	2.7	2.2
Personal and other services	2.3	6.0	3.3
All industries(c)	100.0	100.0	100.0

.. not applicable

(a) Classified according to *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (Cat. no. 1292.0).

(b) For the public sector, these industries are combined and included in the 'All industries' total.

(c) Components may not sum to 100.0 due to rounding.

G L O S S A R Y

Bonuses	Payments made to a job occupant that are in addition to regular wages and salaries and which generally relate to the job occupant's, or the organisation's performance.
Elementary aggregates	The finest aggregations of jobs, in terms of State/Territory, sector, industry group and occupation group, for which expenditure weights are available.
Employee job	A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates.
Employer	Organisation with one or more employees.
Expenditure weights	A measure of the relative importance of each elementary aggregate, based on employers' total expenditure on wages and salaries. Expenditure weights are used to combine elementary aggregate indexes into broader level indexes.
Index number	Measures the ratio of hourly rates of pay between the reference base period and a later period. The index number for the base quarter = 100.0.
Industry	Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (Cat. no. 1292.0).
Occupation	Classified according to the <i>Australian Standard Classification of Occupations (ASCO), Second Edition</i> (Cat. no. 1220.0).
Ordinary time hourly rates of pay index	Measures quarterly change in ordinary time hourly rates of pay (see Explanatory Notes paragraphs 6 and 7).
Ordinary time hours	Award, standard or agreed hours of work paid for at the ordinary rate.
Overtime hours	The number of hours paid for in excess of ordinary time hours, based on the data for the first quarter a selected job is included in the survey.
Reference base period	The period for which an index series is given the value of 100.0.
Sector	Public sector comprises local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth, or State/Territory Parliaments. The private sector comprises all organisations not classified as public sector.
Total hourly rates of pay index	Measures quarterly change in combined ordinary time and overtime hourly rates of pay (see Explanatory Notes paragraph 8).
Weighting base	The period to which the expenditure weights relate.

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